



To the Connecticut Retirement Security Board:

I represent Elements Fine Catering in Middlebury. When the state imposes a new mandate on businesses, oftentimes we are forced to shift money away from employees' wages and spend it on complying with the new mandate. More often than not, these mandates end up hurting the very people they were attempting to help.

We are also very concerned about this proposal because:

- The added cost may force us to eliminate positions, causing some of our employees to become unemployed.
- It would also lower our ability to make capital expenditures to grow our business and create new jobs and more taxes.

Connecticut has the potential to be one of the best states in the country to grow a business and create many more jobs. But proposals like this one, on top of the recent enacted and proposed state workplace mandates, make it harder for us to do business here.

Thank you for your consideration. I look forward to your response.

Sincerely

A handwritten signature in black ink, appearing to read "George L. Ricciardi", written over the word "Sincerely".

George L. Ricciardi

Owner

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